CPS HR CONSULTING

City of Fargo

Employee Engagement Survey Comments

Water

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SUBMITTED BY:
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What is one thing you would recommend to make your Department a better place to work?

1. the hours accrual should match the 12 hours shift, otherwise we need a month and a half to get on day off, people who work 8 hours shift get one day a month, so to be fair to everyone so should the ones that do 12 hours shifts.
2. Better Communication skills
3. We need to work on our communication skills. Sometimes things don't always reach the ears that need to be reached.
4. I work 12-hour shifts, but yet earn about 8 hours of vacation in a month. So, I need to work more than a month to take a day off of work. Other places earn a day off per month since they work 8-hour shifts. It would be nice to be rewarded for working the longer shifts.
5. transparency of what going on in our department.
6. My department is as good as humanly possible.
7. more pay, less taken out from taxes or no tax at all. thank you
8. more communication and less favoritism towards others
9. less favoritism, in my department if you just do you job & don't go to upper management they don't care. they only car about the ones that choose to pat themselves on the back in front of them & they get rewarded for it by promotions
10. Proper training for management and do not hesitate to retrain if needed. Toxic management makes toxic employees. Show employees that you value them other than a COLA.
11. Communication across all employees as well as a dedicated training program.
12. Not have the Superintendent micro manage people and to not treat people like they are 3rd graders and get after them for petty issues.
13. Communication
14. Communication training

Please share any additional feedback:

15. I would like to see the City of Fargo wages to keep up with the private sector for the same job positions and responsibilities.
16. I hope that this survey is expressed in a way that my grievances are not taken as personal slights, but as a way to improve the efficiency and productivity of my department.
17. thank you for the survey
18. Overall, I am thankful for my opportunity to work for the city that I grew up in and have lived in most of my life. I'm happy to serve the public.
19. When the city hears of bullying by a department head, they listen to employee not just the head